

WE ARE LOOKING FOR GREAT LEADERS LIKE YOU.

Vermont Youth Conservation Corps | 1949 East Main St. Richmond, VT 05477 | 802-434-3969 | Info@VYCC.org | VYCC.org

CONSERVATION FIELD SUPERVISOR

Date Posted: December 12, 2019

Department: Conservation

Reports To: Conservation Program Staff

Position Status: Full-time, Seasonal

Position Start: Open until filled

Exemption Status/Reason: Exempt

Job Summary

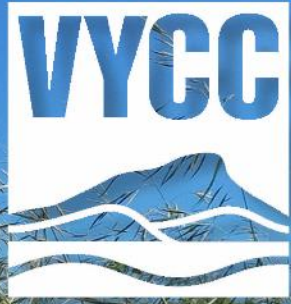
The VYCC is seeking Conservation Field Supervisors to join our Conservation program team. The Field Supervisors are key members of our team who enhance our capacity to hire and support over 250 young people each season. The Field Supervisor will work out of our headquarters with our dynamic year-round staff balancing office based work and days (and nights) out in the field with crews. Our Field Supervisors dive in to recruit and hire inclusive and diverse crews in the spring and then work with staff to train, support, supervise, and inspire our Crew Leaders through the challenging experience of leading a VYCC crew.

A successful candidate loves to be on a team, thrives and is passionate about in being outdoors in all weather conditions for multiple days, has experience working with young people and conservation projects. A Field Supervisor must be willing to put in the extra effort to build challenging and rewarding experiences that build resiliency, grit and leadership for all Corps Members.

Essential Functions

Recruitment and Hiring

- Assist with the recruitment, interviewing, and hiring of 30 Field Staff and 170 Crew Members
- Assist with Crew Member outreach/recruitment events
- Assist with program and project outreach/marketing



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Field Program Support

- Supervise, train, advise, and evaluate Crew Leaders
- Provide technical and crew management support to youth and adult crews
- Support crews on project set-up, orientation, and implementation
- Evaluate health and safety of crew work sites
- Facilitate group dynamics and morale issues on crews, while cultivating a strong VYCC culture and powerful learning experience across all crews
- Complete field site visit reports and any other necessary documentation
- Provide crews with in-field learning opportunities and support leaders in finding educational resources for their crews
- Provide on-call support for crews in the field
- Respond to crew emergency situations, including last-minute travel and overnight stay
- Complete end of season wrap up and data entry
- Conduct field site visits at multiple locations around the state (and occasionally in neighboring states)

Program Logistics

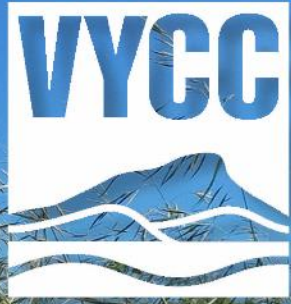
- Assist with pre-season logistics, such as food, tool, gear, and equipment purchasing
- Assist with the management of logistics, such as vehicle repairs, tools, and equipment
- Assist with program events such as weekend crew start-ups and closures
- Assist with end of season wrap up, inventory, equipment management, and data entry
- Engage in the implementation of program events, such as crew startups, mid-season events, and closures

Crew Leader Training

- Assist in the development and implementation of Crew Leader workshops
- Assist in the development and implementation of educational programs and activities

Required Qualifications, Knowledge, Skills and Abilities

- A desire to do your part and change the world with us



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- Openness to meeting new people, working hard outside, providing and receiving feedback, and learning and growing
- Willingness to undergo a criminal background check
- Willingness to lead and be part of team made up of diverse individuals
- Ability to uphold and enforce all VYCC rules and policies
- Clear, direct, and effective verbal communication skills
- One or two years of experience in conservation work, education programs or similar organizations
- Ability to spend long days in the field, overnights, and to work evenings and weekends, when required
- Valid driver's license and satisfactory driving record

Preferred Qualifications

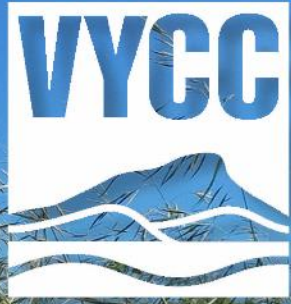
- Experience in supervising or leading groups
- Creative problem solver in order to make quick decisions or provide sound guidance
- Strong facilitation skills
- Excellent written communication skills
- Exceptional time management, organizational skills, and attention to detail
- Ability to manage complex logistics

About VYCC

Our mission is to teach young people personal responsibility through meaningful work that connects us to the land, community, and one another. Youth and young adults (ages 15+ years old) join VYCC for practical and hands-on work, personal growth, and deep connection to the natural world by working on farm and conservation crews across the state. Learn more at VYCC.org.

Excellence and Equal Opportunity at VYCC

VYCC has a deep commitment to excellence. We believe we are strongest when our team includes members with a broad range of life experiences. We strive to achieve this at all levels of our organization, and actively encourage and recruit, develop, and retain the most talented people from a diverse applicant pool. VYCC is proud to be an equal opportunity employer.



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Our Workplace

This position is based out of the Vermont Youth Conservation Corps Headquarters Office at the historic West Monitor Barn, in Richmond, VT. Our office is a collegial, bustling, and fun open-office atmosphere, which offers staff opportunities to interact and collaborate. Successful staff are able maintain focus and productivity, balance personal initiative and independence, and plug into our team in ways that help us do our best work as an organization. Staff enjoy the perks of the Farm at VYCC and forest campus year-round, as well as the happenings of nearby downtown Richmond.

Compensation & Benefits

- \$684/week salary, exempt from overtime
- Medical and dental insurance
- Seasonal (CTO) and sick leave
- Mileage reimbursement or access to an organization vehicle for all work-related travel
- Wilderness First Aid and CPR certification
- Educational learning opportunities with professionals in the field of conservation and sustainable agriculture as well as job and workplace skills
- College and career pathways support with CCV and VYCC's Recruitment and Alumni Manager
- Discounts and pro-deals
- Access to our robust Alumni network for future adventures
- On-going professional development
- Member of a mission-driven, fun, results-oriented, and dedicated team of professionals
- Member of a dynamic organization with tremendous impact on Vermont's youth and environment

How to Apply

Apply through the VYCC general application (<http://bit.ly/VYCCapp>), to which you'll be prompted to attach a cover letter, resume and three professional references.

Updated 12/19/19